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## Monitor Newsletter October 25, 1982

Bowling Green State University

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# Monitor

Vol. VI, No. 17

Bowling Green State University

October 25, 1982

*Why they leave, why they stay*

## New committee to focus on student retention

As the number of high school students begins to decline nationwide and colleges and universities scramble to recruit those who are available, Bowling Green is taking an intensive look at ways to keep those students who have already enrolled.

And in that effort, a new University-wide Committee on Retention hopes to involve faculty, staff and students alike.

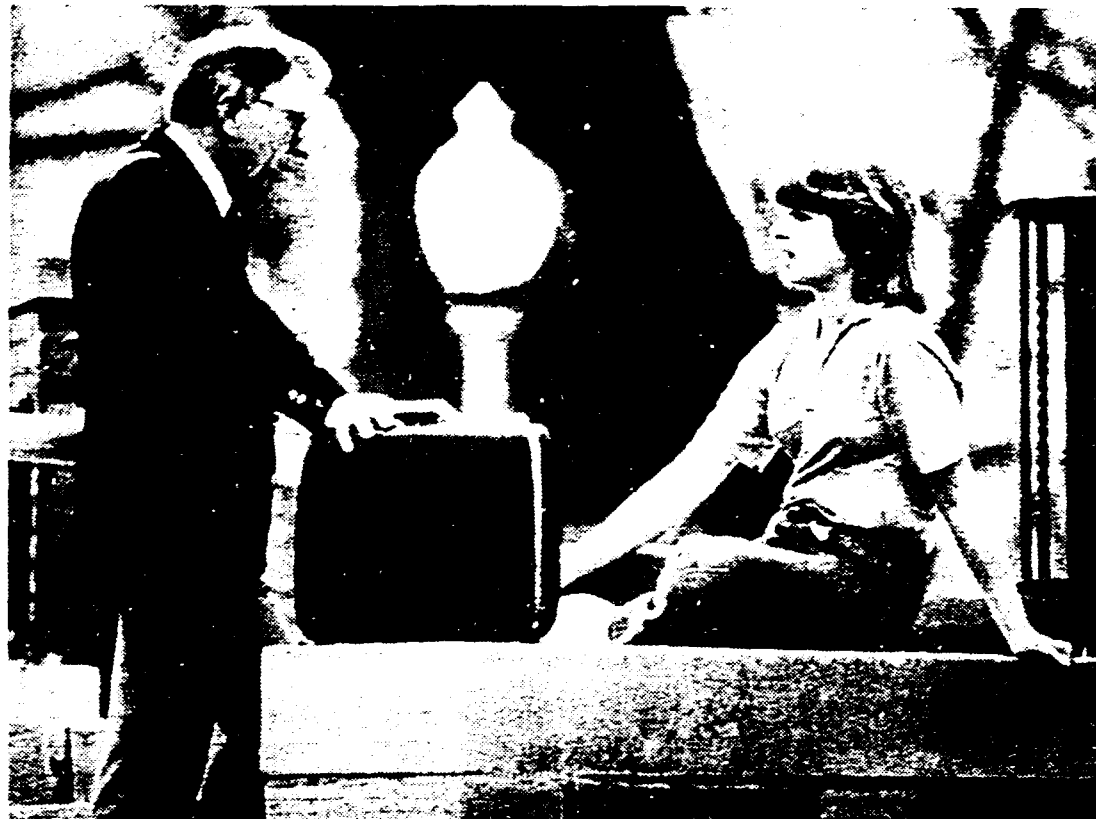
Gregg DeCrane, director of student organizations and new student programs, and Dr. Beth Casey, director of the Center for Educational Options, co-chair the committee, which was formed last spring upon the recommendation of several faculty and staff who had been meeting as an informal "focus group" on retention for several years.

According to DeCrane, the "focus group" was an outgrowth of the retention task force formed in 1978 to study what then was a one-time high drop-out rate between the sophomore and junior years.

Noting that concern for retaining students who have enrolled is a relatively new phenomenon on campuses across the nation, DeCrane and Casey said, however, that institutions which have made a concerted effort at retention have been highly successful.

Approximately 59 percent of Bowling Green's entering freshmen actually enroll for their fourth year at the University, DeCrane said, adding that the 59 percent figure is very close to national averages.

"That rate has always been



*The need to reaffirm University-wide commitment to each student as an individual is among priorities which a new Committee on Retention has set for Bowling Green as it seeks to maintain stable enrollments not only by aggressive recruiting but by keeping the students it already has. The photograph above, picturing Dr. William Rock, history, with one of his many students, is featured on the cover of the University's Guide for Prospective Freshmen, distributed by the Office of Admissions to all students who inquire about Bowling Green.*

accepted in the past," he said, "but now we have begun to ask why we could not do better."

DeCrane pointed out that the University has been very successful in its past efforts to recruit quality freshmen to the campus, adding that a quality student body helps attract and keep good students at the University. Noting, however, that higher education is now a "buyer's market" for students and that Bowling Green will have to struggle with all other institutions to maintain its enrollment, he said, "We can no longer look to the freshman class to solve our enrollment problems. We must work hard to keep the good students we already have."

With that in mind, the retention committee has outlined several procedures it hopes to pursue in

coming months, including initiating a regular assessment of reasons why students drop out of the University and, even more important, why they stay.

"It's time to do a health check," DeCrane said. "We need to ask the people who are here what we are doing right and then make prospective students aware of what we have, recruiting those who are compatible with our strengths."

The committee also hopes to survey this year those students who did not return to campus for the fall semester, and it has initiated a process for obtaining data from students who drop out during the academic year.

In addition, efforts are being made to identify those students who are likely to leave the University at the

end of the first semester and to offer them the services they need which might prevent their leaving Bowling Green.

Casey noted that research has shown that those students who are low academic achievers, those who have inadequate financial aid, those who are unclear about their educational objectives and those who have inadequate academic advising are prime candidates for dropping out of college. She said if the students who are experiencing such problems can be identified soon enough in their college careers, they can be offered advising, tutoring or other services to overcome what might otherwise be perceived as insurmountable obstacles to an education.

She cited the University Division, where 700-800 freshmen and sophomores with undecided majors are enrolled, as proof that when the proper services are offered, "we can defeat the odds."

"We know that students who have not selected a major field of study when they come to campus traditionally have a high drop-out rate," she said. "Bowling Green's University Division, however, has an 80 percent retention rate, which is higher than the University average, and we credit that to sound out-reach advising."

She added that the cost of a good retention program is far less than that of on-the-road recruiting.

Both Casey and DeCrane emphasized the need for a total University commitment to the retention effort. "We are talking about an attitudinal change in a University that has been over-enrolled for a number of years," Casey said. "The change will require assessing the character and quality of life within the institution. It will mean paying attention to students as individuals as well as a 'group'."

The retention committee will make recommendations, but action on those recommendations, which will be channeled through the planning and budgeting and academic affairs areas, will be left to the University community as a whole. "The primary factor in holding power is the students' impression of the University, and everyone plays a role in forming that impression," DeCrane said.

Casey added, "Even those areas which are doing well must be made aware of those factors which may cause a good student to leave the University. One of the committee's major goals will be to create and maintain an awareness of the need for retention efforts."

In addition to Casey and DeCrane, members of the new retention committee include Dr. Michael Marsden, popular culture; Joan Morgan, University Division; Dr. Barbara Keller, residence life; Dr. James Litwin, institutional studies; Dr. Peter Wood, education; Cary Brewer, registration and records; Dan Shelley, admissions; Arthur Darrow, management; Joyce Kepke, continuing education, and Jack Taylor, educational development.



*Dr. Kenneth Cooper, the man who made aerobics a household word, will deliver the first Hollis A. Moore President's Lecture at 8 p.m. Wednesday (Oct. 27) in the Grand Ballroom of the University Union. Cooper's lecture will be entitled "Can You Afford Not to Exercise?" The Hollis Moore President's Lecture Series was established in memory of former President Moore with gifts contributed to the University following his death in April 1981. The series will annually feature nationally known speakers on subjects that were of special interest to Moore during his 10-year administration at Bowling Green.*

## Fitness and fun are topics of Rec Center's L.I.F.E. program

Learning how to become physically fit while having fun is the purpose of a program planned for 6-10 p.m. Thursday (Oct. 28) at the Student Recreation Center.

Entitled "The Pulse of L.I.F.E. (Leisure Information and Fitness Evaluation)," the program will cover such topics as body building, aerobics, karate, yoga, juggling, scuba diving, squash, fencing and pace walking.

In addition to demonstrations, the evening will also include a health fair, games, films, a fashion show and several health tests.

At the health fair, information on a wide variety of subjects, including personal health, exercise programs, weight control, careers in the health and mental health fields and cardiovascular fitness, will be distributed.

Also featured will be a sportswear fashion show, a film depicting the importance of maintaining a healthy

lifestyle, lung testing by the American Cancer Society and stress testing by the Fulton County Stress Center.

In conjunction with the program, the center is sponsoring a five-kilometer and a one-mile fun run on Saturday (Oct. 30). The one-mile race begins at 11 a.m., followed by the five-kilometer run at 11:30 a.m. The start line will be at the intramural fields west of the stadium.

Registration fee is \$5 if an application is submitted by 5 p.m. Thursday (Oct. 28), and \$6 if submitted after that date. Registrations will be accepted up until 10 a.m. on race day. Prizes will be awarded in 14 categories.

The L.I.F.E. festival is free to Rec Center members. Admission for persons who are not members is \$1, or 75 cents for those "dressed to participate."

For further information, contact the Rec Center office at 372-2711.

**Susan Anton . . . and more.** Good seats still remain for the annual Parents Day Show scheduled at 8 p.m. Saturday, Nov. 6, in Anderson Arena. All \$10 seats have been sold, but approximately 1,000 \$8.50 seats and 200 \$5 seats, all reserved, are still open for the performance.

Headlining the show will be entertainer Susan An-

ton, but also featured will be the University's Jazz Lab Band performing music from the Big Band Era and a vocal group, The Entertainment Co., singing "Music from Throughout the Years."

Tickets are available at the Mileti Alumni Center or may be ordered by phone (372-2701) if charged to either a Visa or MasterCard.

**Art resources.** Faculty and staff who have not yet visited the Art Resource Center in Room 125 of the Fine Arts Building might want to take the opportunity to do so now.

In addition to a wide variety of audio-visual materials and equipment, the center has copies of a variety of newsletters.

Hours are Monday and Wednesday from 8 a.m. to noon and 1-7 p.m.; Tuesday and Thursday from 8 a.m. to noon and 1-5:30 p.m., and Friday from 8 a.m. to noon. Carol Aldridge is the art resources librarian.

## Academic Council

Five members of Academic Council have been appointed to a subcommittee to examine the future role of the council following a lengthy discussion of that issue at the Oct. 6 meeting.

Drs. Leo Navin, economics; Melvin Hyman, speech communication; Kendall Baker, arts and sciences; and Richard Bowers, health, physical education and recreation, have been appointed to the group by Dr. Karl Vogt, interim vice president for academic affairs, to clarify President Olscamp's intent for the council and to find answers to several questions posed by council members regarding the future of the group. Undergraduate student Karen Washbush also is serving on the subcommittee.

The decision to appoint a subcommittee was made after council devoted much of its Oct. 6 meeting to discussing its role, including a review of President Olscamp's remarks to faculty and staff on Oct. 1 which propose that the Academic Council become a standing committee of Faculty Senate with the same membership and constituencies it now has. Olscamp has suggested that decisions of the council be subject to Faculty Senate veto.

## Classified Staff Advisory Committee

All classified employees are invited to attend the next meeting of the Classified Staff Advisory Committee from 2-4 p.m. Wednesday (Oct. 27) in the 10th floor Board Room of the Administration Building.

The entire meeting, which will be a continuation of the last meeting Oct. 13, will be open discussion on a series of agenda items.

Staff also are reminded of the next brown bag lunch scheduled at noon on Wednesday, Nov. 3, in the Commons, Northeast.

The regular November meeting of the CSAC will be Nov. 10.

## 200 physicists meet on campus

The department of physics and astronomy hosted the semi-annual meeting of the Ohio section of the American Physical Society Friday and Saturday (Oct. 22-23) on campus.

About 200 physicists from Ohio and surrounding states attended the meeting, which included a symposium on solar radiation.

Among nationally known scientists invited to present talks at the session were Dr. John Eddy of the High Altitude Observatory; Dr. William Kuhn of the University of Michigan; Stanford Ovshinsky of Energy Conversion Devices Inc. in Troy, Mich.; Dr. Carl Nielsen of Ohio State University and Dr. Thomas B. Cobb of Bowling Green.

Financial support for the sessions was provided by Energy Conversion Devices, Owens-Illinois Corp. of Toledo, Henry Filters Inc. of Bowling Green, and the solid state division of the Radio Corp. of America and Marathon Petroleum Co., both of Findlay.

through a 3/5 vote of the senate membership.

The implications of being a "standing committee" were discussed, including fears that if council became subject to senate control, the senate could vote to change the membership, constituency, scope of authority or the method by which proposals are submitted to council.

Dr. Peter Hutchinson, ACE fellow in the president's office, said however, that the president's suggestion should be interpreted strictly as stated—that the membership and purposes of council would remain the same, that the only change would be in channeling all decisions through Faculty Senate, and that council would still receive proposals directly from schools, colleges, councils, etc.

Evron Collins, library, suggested that council should take the current opportunity to more clearly define those issues that are under the jurisdiction of Academic Council and those that are to be considered by Faculty Senate.

Further issues addressed included:

—If Academic Council has been important enough in the past to warrant a separate section of the Academic Charter, what are the reasons for changing its authority now? Which body would assume its functions?

—The issue is not whether council is separate; it is whether it maintains the same responsibilities. Too much emphasis is being placed on the "standing committee" portion of the proposed changes.

—Senate already has the power to recommend amendments to any part of the Charter. Final authority, however, rests with the trustees.

The subcommittee is to draft a statement of recommendations for Academic Council to consider and will report to the group in November.

In other business, members of council approved a proposal which will allow departments to give credit by examination in specific subject areas through utilization of the College Level Examination Program.

The proposal to institute CLEP at the University was presented at the Sept. 15 council meeting by the Credit Alternatives Review Committee. The tests which will be given have been developed by the College Entrance Examination Board and are available in 30 subject areas.

Dr. James Litwin, institutional studies, and Nancy Miller, Center for Educational Options, spoke on behalf of the proposal at the Sept. 15 meeting, noting that the option of taking the tests might entice more non-traditional students into the University. They said many non-traditional students have difficulty scheduling certain required courses and may have acquired the skills taught in those courses through individual study and/or work experience.

Each department will have the option of deciding whether to offer the examination and will also determine its own passing score for the tests.

For reasons of consistency, security and efficiency, the examinations will be administered by the Counseling and Career Development Center. Vogt said a formula will be developed to assist the center with administrative costs involved in the testing program.

## Faculty Senate

Following a discussion Oct. 19 of ways to proportion and distribute the annual merit salary pool, members of the faculty were urged not to spend an entire year debating the merit issue but to take some action through the Faculty Senate indicating their preferences for salary distribution.

Dr. David Roller, history, one of five faculty who participated in a panel discussion of the controversy surrounding the concept of merit, said the faculty, working through the Faculty Welfare Committee and the senate, must come to some agreement on how much money should be distributed for meritorious performance and what criteria should be used in the distribution process. Roller's presentation was part of a faculty forum on merit sponsored by the FWC and the senate in the University Union.

Although there was some disagreement whether fair criteria could be decided in even a year's time, the consensus was, nonetheless, that some faculty stand on merit should be voiced. The Faculty Welfare Committee is to continue work on a proposal for salary distribution for the 1983-84 year. Dr. Roger Anderson, political science, chair of the FWC, said the committee plans to survey faculty concerning their preferences prior to issuing a recommendation for senate consideration.

The FWC selected the panelists who presented their views on merit at the Oct. 19 senate session.

In addition to Roller, those who spoke included Dr. Mark Asman, accounting and management information systems; Dr. Joseph Krauter, political science; Dr. Stephen Vessey, biological sciences, and Dr. Donald Wilson, music composition and history.

Asman, who said he would prefer that 100 percent of the salary pool be distributed by departments on a merit basis because "the only basis for reward is performance," said the amount of money available in the salary pool should ideally be determined by answering the question, "How meritorious is the faculty as a whole?"

Asman said he believes those faculty who perform must be adequately rewarded because if they are not, "the best will leave."

He also said he approves of dean's level involvement in the merit distribution, but only at a departmental, and not at an individual, level. He said he would prefer that deans evaluate the relative worth of departments and allocate any money in a "dean's merit pool" to departments that have distinguished themselves and the University during a given year.

Krauter called for a moratorium on awarding merit until a fair and balanced system can be determined and faculty salaries keep pace with the cost of living.

Krauter said he does not believe that merit money should be reserved for those faculty who are involved in research because "my personal observation has been that my worst teachers were those who devoted their time to research." He said he does not believe that the level of faculty research is a contributing factor in undergraduate recruitment, "but good teaching is."

Roller, who said President

Olscamp's suggestion to change the merit structure "opened Fibber McGee's closet," leaving the faculty to sort through a lot of "junk and treasures," said he does not believe the University currently has a merit system. "What I see," he said, "is a 'set-up' where 80 percent of our salary pool is distributed across the board, and 300 'systems' for distributing the 20 percent reserved for merit."

Roller raised a series of questions, asking for determination of a level of performance which is no longer "customary" but extends into the definition of "exceptional."

Roller said a University-wide definition of "exceptional merit" could be determined, leaving it to the discretion of individual departments to decide what is exceptional in a given area in teaching, research and service.

An alternative, he said, would be to adopt a college-wide definition of merit.

Vessey highlighted what he perceives to be the benefits of a merit system, noting that awarding merit dollars provides for regular review of the activities of faculty members and provides some sort of incentive for faculty to perform.

He also cited three relative risks of a merit system, pointing out that they usually alienate individual faculty members, encourage people to perform for the wrong reasons and include no adequate bases for evaluation.

Wilson presented a written proposal for the distribution of merit funds, calling for the awarding of merit increments to deserving faculty on a uniform basis throughout the University according to a scale of fixed dollar amounts.

He recommended that merit increments be figured in two or three categories of fixed dollar amounts (\$600, \$900, \$1,200); that they be awarded uniformly to deserving faculty, regardless of rank; that each department continue to determine which of its members should receive merit increments; that departments justify the recommendations for the fixed dollar increment a merit recipient should receive, and that all merit increments continue to be added to each recipient's base salary for accrual purposes.

## Medici Circle to host Labino studio tour

A tour of Dominick Labino's glass studio in Grand Rapids will be sponsored Saturday (Oct. 30) by the Medici Circle, friends and patrons of the University's School of Art.

Labino, a world famous artist, inventor and scientist, and his wife Libby will host two tours that day, with proceeds benefitting the University's glass program.

A morning tour is scheduled from 10 a.m. to noon, with a second tour planned from 1:30-3:30 p.m.

Tickets for either tour are \$15 each and include a light buffet lunch with the Labinos at LaRoe's in Grand Rapids.

Advance reservations, required for each tour, can be made by calling the School of Art at 372-2786.



**FRC deadline near.** Nov. 1 is the deadline to apply for the annual research associateship and research grants awarded by the Faculty Research Committee.

The FRC gives priority to new faculty and beginning researchers in making awards, but nearly all continuing University faculty are eligible to apply. Announcement of award recipients is to be made in early January for support of projects beginning after May 7, 1983.

For further information, contact Dr. Thomas B. Cobb, Graduate College (2-2791) or any FRC member.



**Undergraduate research support.** Awards of up to \$500 are available to a limited number of undergraduate students involved in independent research projects sponsored by a department and supervised by a faculty member.

The awards are made possible through the support of the University's Alumni Association. The deadline to apply for the Alumni Undergraduate Research Grants is Nov. 15, 1982.

For more information, contact Dr. Thomas B. Cobb, Graduate College (2-2791), or any department chair.

## Faculty & Staff

### Grants

**Drs. Raj Chowdhury and Victor Repp,** technology, \$1,000 from the Society for Manufacturing Engineering Education Foundation to increase the annual undergraduate scholarship to qualified and deserving students in the manufacturing technology program from \$1,000 to \$1,250.

**Dr. Walter F. McKeever,** psychology, \$25,913 from the Dept. of Health and Human Services/Public Health Service to continue a project aimed to identify lateralities of cerebral functions and to determine how they are organized in persons as functions of handedness, familial sinistrality, handwriting posture and sex.

### Presentations

**Dr. Bruce Edwards,** English, presented an invited paper on "Deconstruction and Rehabilitation: C.S. Lewis and Critical Theory" at the New York C.S. Lewis Society meeting Sept. 10.

He also presented two papers, "Christian Writers You've Never Heard Of, But Should Have, Parts I and II," at the National Youth Workers Seminar in Dallas Oct. 12-13.

**Dr. Robert Gulon,** psychology, chaired the presidential address and the meeting of the incoming executive committee at the recent meetings of the American Psychological Association in Washington, D.C.

Gulon also co-chaired with Jules Barron of Westwood, N.J., a symposium on the "Scientific and Professional Contribution of Psychology to Air Safety" and presented sessions on "Social Judgment and Latent Trait Theories Applied to Job Evaluation" and "Some Problems in Organizational Applications of Item Response Models."

At the same meetings, **Dr. Elizabeth Rice Allgeier,** psychology, co-presented with graduate assistant Diane E. Phillis a session entitled "Taking the Initiative: A Green Light for Contraceptive Responsibility?"

**Dr. Pietro Badia,** psychology, co-presented with graduate students Thomas Balkin, Larry Schoen and Allen Klempert a session on "Behavioral Control Over Breathing in Nighttime Sleep."

**Dr. Kenneth I. Pargament,** psychology, chaired a symposium on "Community Psychology in Religious Settings: Illustrative Empirical Approaches." Participants in that symposium were Pargament, **Dr. William Silverman,** psychology, and graduate students Ruben Echemendia, Steven Johnson and Susan Snyder.

Echemendia also gave a presentation on "Psychosocial Functions of Religion: Reconceptualization and Measurement."

Silverman and **Dr. John R. Schuck,** psychology, co-presented with Anthony Dalessio of the University of Missouri-St. Louis a session on "Mobley et al. Turnover Model: Review and Re-analysis of Existing Data."

Pargament presented another session on "Individual and Community: Clarifying the Value Base of Community Psychology."

**Dr. Douglas Ullman,** psychology, participated in a symposium on "The Minnesota Child Development Inventory: Ten Years Later."

Allgeier and James D. Weinrich of Johns Hopkins University also led a symposium on "Determinants of Sexual Orientation: A New Debate."

**Drs. Linda Higbee Mandlebaum, Steven C. Russell and James Krouse,** special education, presented a paper on "Assertive Discipline: An Effective Classroomwide Behavior Management Program" at a Behavior Analysis in Education Conference at Ohio State University on Sept. 18. The paper was authored by the three faculty members and **Dr. Martha Gonter,** special education.

**Dr. Benjamin N. Muego,** political science, was invited to testify before the Congressional subcommittees on Asian and Pacific Affairs and on Human Rights and International Organizations at a hearing on the Philippines Sept. 28. The hearing was part of a series on "Reconciling Strategic Interests and Human Rights in Asia" sponsored by the U.S. House of Representatives.

**Dr. David Ostroff,** speech communication, gave an invited presentation on "Cable Television Programming" to the Bowling Green City Cable Commission Sept. 15.

### Publications

**Dr. Carl B. Holmberg,** speech communication, "Returning to Rhetoric for Understanding Intercultural Communication," an article in "The International and Intercultural Communication Annual," Vol. 7, January 1983.

**Dean Purdy,** sociology and educational development, "Are Athletes Also Students? The Educational Attainment of College Athletes," an article written with D. Stanley Eitzen and Rick Hufnagel of Colorado State University in "Social Problems," Vol. 29, 1982.

He also co-authored with **Dr. Eldon Snyder,** sociology, "Socialization into Sport: Parent and Child Reverse and Reciprocal Effects" in "Research Quarterly for Exercise and Sport," Vol. 53, 1982.

**Dr. F. Scott Regan,** speech communication, "Children's Theatre Review — Research Issue," a book review in the summer issue of "Empirical Research in Theatre."

**Drs. Ralph Wolfe and Edgar Daniels,** English, "Donne's 'A Hymn to God the Father,' Lines 13-14," commentary on those lines of poetry, in the "Explicator," Summer 1982.

In the same issue is commentary by **Dr. James L. Harner,** English, on "Churchyard's 'Shore's Wife'."

## Will merit reform achieve intended goal?

President Olscamp's proposal, presented in his convocation speech Oct. 1, for merit system reform with a 60/40 ratio sounds like a step in the right direction, but will it achieve its intended goal and will its benefits outweigh the possible disadvantages?

He has suggested that if merit evaluation forms are defective as many (most?) of them assuredly are, they should be fixed. My personal observation is that our department, for one, has spent interminable hours trying to do just that and has yet to succeed. To focus on the teaching component, I have yet to find a system that rates what the student learns. Most forms at present urge the student to check what is not liked; rarely does the form bring out the student's positive reactions. In order to find out objectively what the student actually learns, an independent test would have to be administered, by which our faculty members could be rated against those teaching similar courses across the country.

I have further found that: students are sometimes hostile even to filling out these forms; that they are likely to rate an instructor lower in courses taken at unpopular hours, in larger courses, in lower division courses, in

## Commentary

MONITOR is now accepting "opinions to the editor" for publication the last Monday of each month.

The opinions will be published in the "Commentary" section which appears below.

Commentaries which introduce a new topic for campus dialogue will be accepted in the range of 500-800 words. However, subsequent commentaries submitted in response to a topic previously introduced must be limited to the range of 350 words.

All commentaries submitted for publication must be signed, typed and double-spaced. Those entries which are longer than the allowable length will be returned to the writer to condense.

Items for each month's issue must be submitted to the editor of MONITOR no later than the 15th of each month to ensure consideration for publication. Because of the Thanksgiving holiday, commentaries received in November will be published Nov. 22. There will be no MONITOR Nov. 29.

Questions about the policy and procedures for submitting commentaries should be addressed to Linda Swaisgood, editor, MONITOR, Office of Public Relations, 372-2616.

## University should take leader's role in computer education

The fog comes  
on little cat's feet.  
It sits looking  
over harbor and city  
on silent haunches  
and then moves on.  
*Sandburg*

A fog comes creeping in silently and before you are aware, it has enveloped our entire surroundings. Computers have also crept in on little cat's feet and are enveloping our world. Unlike fog, computers are not obscuring our world, but are brightening our horizons. They are powerful tools which enhance our power to make decisions and are an amplification of our own intelligence.

It is estimated that by 1987, 50 percent of the jobs in the United States will be in data processing or will be data processing-related. This percentage will be even greater in the professional and service industries. If we as educators are doing our job, we should be preparing our students to live in this world. The computer is a universal tool; it can enhance all disciplines. It can improve our classroom instruction, our research, and our administrative services. But like most good things it does have a cost. I am not referring to the dollar cost of equipment, but the investment

of your time — time needed to learn how to use this tool. This will not be easy. But neither was learning German, or history, or writing your first essay. But it must be done.

The investment must be made. Although I am not aware of any modern day Luddites who advocate destroying our computer systems, or who go around chanting "down with computers, slide rules forever," there is a great deal of apathy — apathy which can only hurt ourselves and our students. Where we as educators should be providing leadership and guidance, we have fallen behind. Business and industry have taken the lead. We must clear away the fog and regain our rightful role in society. We must develop new and innovative ways to enhance the learning process by taking full advantage of all our tools, including the computer.

There has been a silent evolution; it may even be a revolution. But, unlike fog, computers will not be moving on. I challenge you to prepare yourself and your students to live in this world. The world of information systems and computers is now upon us.

**Richard Conrad**  
Computer Services  
Oct. 15, 1982

courses where the teacher is a tough grader and demands a good bit of work. More mature students in advanced, smaller courses tend to rate higher. It is perhaps indicative that in lower division courses, while the general ratings tend to run generally lower for some instructors, there is a considerable divergence. The number of respondents rating the course very high or very low may be substantial. Furthermore, what the students say they would like to see in the courses is often contradictory. I was interested to see that one external researcher found that winter time ratings were lower than those done in more pleasant weather. We will have to compare December vs. May ratings under the semester system.

Now, it may be that the intended reform will make matters worse. First of all, with today's inflation and the relatively small annual raises, I for one tend to look at increments as a way of dealing with the ever rising cost of living, not as raises *per se*. I believe that heavily loading the merit aspect could distort faculty behavior. Much more money will be involved.

A distinct minority of instructors could conceivably behave in unprofessional ways by: asking

students in class to "help them out" when filling out the forms, by giving higher grades (thus contributing to the very present problem of grade inflation), by keeping the standards and level of assignments low, by gaining access to the completed forms and removing the most unfavorable and, finally, by avoiding unpopular classes at unpopular times.

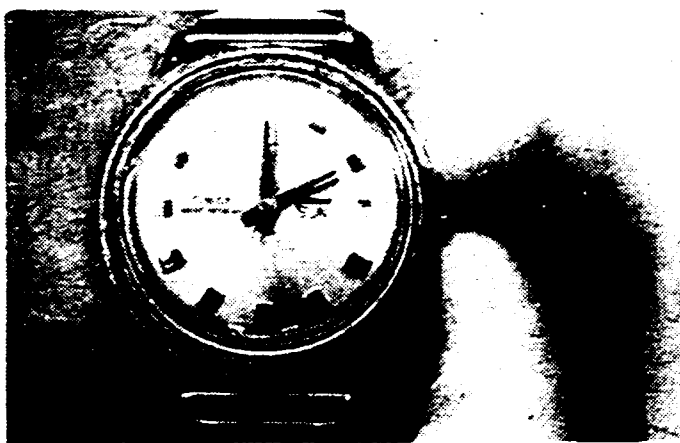
I have stressed the problems that arise with evaluating teaching. Research and service are easier to measure. I heartily agree with Karl Schurr's letter to the MONITOR (issue of Sept. 27) that most professors are trying to do a good job. If the rewards are going to be stacked for those professors doing an excellent job (assuming a foolproof evaluation form and a politics-free department rating), the result will be a disincentive for the merely average department instructor. There might even be a net decline in overall faculty performance! In short, I tend to be wary of any reform that creates imbalances and causes more problems, perhaps, than it resolves.

**John G. Merriam**  
Associate professor  
of political science  
Oct. 5, 1982

**Holiday.** Thursday, Nov. 11, is Veteran's Day, a holiday for all University employees.

Classes, however, will meet as usual on that day.

Only those offices which absolutely must remain open should be staffed, and then only at minimal levels. Classified employees required to work will receive, in addition to holiday pay, special compensation for the time worked according to holiday pay procedures (refer to Personnel Procedure Memorandum No. 11).



**Fall back.** Faculty and staff are reminded that the time to "change time" is 2 a.m. Sunday (Oct. 31), when the hour hand should be moved back to 1 a.m. That means an extra hour of sleep for everyone on Saturday night, but it also signals the beginning of those long, dark, winter evenings.

# Datebook

## Exhibits

**Sculpture by Beverly Shankwiler,** University alumna, 8:30 a.m. to 5 p.m. weekdays and 2-5 p.m. Saturdays and Sundays, through Nov. 7. Fine Arts Gallery, School of Art. Free.

**Ethnic Cultural Arts Exhibition,** 8 a.m. to 5 p.m. weekdays and 2-5 p.m. Saturdays and Sundays, through Oct. 31, McFall Center Gallery. Free.

The exhibition is devoted to the work of Columbus artist J.D. Jackson, University alumnus.

**Photography exhibit by Ted Boehm and Tom Hofbauer,** 8 a.m. to 5 p.m. weekdays, Nov. 2 through Dec. 14, Mileti Alumni Center Gallery. Free.

## Monday, Oct. 25

**Volleyball** vs. Ohio University, 7 p.m., Memorial Hall.

**"Land of Silence and Darkness,"** German film with English subtitles, 7:30 p.m., Gish Film Theater, Hanna Hall. Free.

**The New Music Ensemble,** 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

## Tuesday, Oct. 26

**Saxophonist John Sampen,** faculty recital, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

## Wednesday, Oct. 27

**Classified Staff Advisory Committee,** 2-4 p.m., 10th floor Board Room, Administration Bldg. All classified staff are invited to attend.

## Employment Opportunities

**CLASSIFIED EMPLOYMENT OPPORTUNITIES**  
**NEW VACANCIES**  
Posting Expiration Date: Monday, Nov. 1, 1982

- 11-1-1 **Typist 2**  
Pay Range 4  
Continuing Education, Regional, and Summer Programs
- 11-1-2 **Typist 2**  
Pay Range 4  
Talent Search/Upward Bound  
Permanent full-time  
Grant funded

**CONTINUED VACANCIES**  
Posting Expiration Date: Monday, Oct. 25, 1982

- 10-25-1 **Cashier 1**  
Pay Range 3  
University Food Operations  
Nine-month part-time
- 10-25-2 **Programmer Analyst 1**  
Pay Range 28  
Computer Services
- 10-25-3 **Radio Dispatcher 1**  
Pay Range 5  
Campus Safety & Security  
Nine-month full-time
- 10-25-4 **Clerk 2**  
Pay Range 3  
Student Health Services  
Nine-month full-time
- CANCELED**

## Faculty/Staff Positions

The following faculty positions have been approved:

**Computer Science:** Assistant or associate professor. Contact Faculty Search Committee, computer science department (2-2337). Deadline: Open

**Psychology:** Assistant/associate professor. Contact Donald DeRosa (2-2301). Deadline (extended): Nov. 1, 1982

The following contract positions have been approved:

**Affirmative Action Office:** Affirmative action officer. Search extended to local area. Contact Peter M. Hutchinson, chair, search committee, Office of the President (2-2211). Deadline (extended): Nov. 8, 1982

**Financial Aid and Student Employment:** Associate director. Contact Robert Arrowsmith (2-2147). Deadline: Nov. 1, 1982

**Talent Search:** Counselor. Contact Jack Taylor, educational development (2-0357). Deadline: Oct. 25, 1982

**Hollis A. Moore Lecture Series:** Dr. Kenneth Cooper will discuss aerobics, 8 p.m., Grand Ballroom, University Union.

**"For Colored Girls Who Have Considered Suicide/When the Rainbow Is Enuf,"** University Theatre production, 8 p.m., Joe E. Brown Theater, University Hall. Admission \$1.

## Thursday, Oct. 28

**"The Humanities and Business: A Step Beyond Liberal Education,"** a seminar sponsored by the history department, 4 p.m., Town Room, University Union.

**"For Colored Girls Who Have Considered Suicide/When the Rainbow Is Enuf,"** University Theatre production, 8 p.m., Joe E. Brown Theater, University Hall. Admission \$1.

**Cornucopia horn ensemble,** 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

**"The Wizard of Oz,"** UAO film series, 8 p.m., Gish Film Theater, Hanna Hall. Free.

## Friday, Oct. 29

**"For Colored Girls Who Have Considered Suicide/When the Rainbow Is Enuf,"** University Theatre production, 8 p.m., Joe E. Brown Theater, University Hall. Admission \$1.

**Mary Ann Hart,** mezzo soprano guest recital, 8 p.m., Kobacker Hall, Moore Musical Arts Center.

**"Whose Life Is It Anyway?,"** UAO film series, 7 and 9:30 p.m., Main Auditorium, University Hall. Admission \$1.50 with University I.D. Two tickets can be purchased with one I.D.

**Hockey** vs. University of Michigan, 7:30 p.m., Ice Arena.

## Saturday, Oct. 30

**Women's Cross Country,** MAC championship, 11 a.m.

**American Karate System-sponsored Midwest Karate Championships,** noon, Anderson Arena. Tickets are \$2 for adults; \$1.50 for students.

**Soccer** vs. Michigan State, 2 p.m., Mickey Cochrane Field.

**"Whose Life Is It Anyway?,"** UAO film series, 7 and 9:30 p.m., Main Auditorium, University Hall. Admission \$1.50 with University I.D. Two tickets can be purchased with one I.D.

**Hockey** vs. University of Michigan, 7:30 p.m., Ice Arena.

**"For Colored Girls Who Have Considered Suicide/When the Rainbow Is Enuf,"** University Theatre production, 8 p.m., Joe E. Brown Theater, University Hall. Admission \$1.

## Sunday, Oct. 31

**Clarinetist Edward Marks and pianist Virginia Marks,** faculty recital, 3 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

**Bryan Chamber Series Concert,** 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free. Nearly one-third of the music faculty members will perform. An informal reception will follow.

## Monday, Nov. 1

**"The Baker's Apprentice,"** German film with English subtitles, 7:30 p.m., Gish Film Theater, Hanna Hall. Free.

**Pianist and composer Faina Lushtok,** guest recital, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

# Computer services needs campus hardware and software inventory

To help cut costs and improve efficiency, University Computer Services is attempting to develop a comprehensive inventory of all personal computers and personal computing software now in use on campus.

Richard Conrad, director of computer services, said the use of personal computers on campus has increased dramatically during the past year, adding that in recent months computer services has purchased 25 units for academic laboratories and also has worked with many departments to clarify their computer needs and determine hardware and software best suited to those needs.

Computer services currently has several catalogs listing personal computer software and hardware available and also has purchased popular software such as VISICALC

and Personal Filing Systems (PFS) for demonstration purposes.

An inventory of all campus software and hardware is needed to assist those interested in purchasing a particular computer program or a new personal computer, Conrad said.

"We hope that with such a catalog we can refer persons interested in purchasing a computer to someone on campus who is familiar with the product," he said, adding that such a process would be not only a convenience but also a cost-saving device because it may help eliminate the purchase of multiple copies of software or hardware which does not meet a user's real needs.

Conrad is asking all departments and offices who have computer software and hardware to complete the form below and return it to Dale Schroeder in computer services before Nov. 1.

NAME _____	DATE _____
PHONE _____	DEPARTMENT _____
DESCRIPTION OF HARDWARE (QUANTITY) _____	
DESCRIPTION OF SOFTWARE _____	
What hardware and/or software purchases do you have planned for this year?	
<input type="checkbox"/> <b>WOULD</b> <input type="checkbox"/> <b>WOULD NOT</b> be willing to share my experiences on the above hardware and software with other faculty or staff.	

# Fall graduation scheduled Dec. 18

Fall semester graduation ceremonies will be held at 10 a.m. Saturday, Dec. 18, in Memorial Hall.

Earlier this year consideration had been given to eliminating the December commencement because of future scheduling problems caused

when the semester will end very near Christmas.

However, Academic Council and President Olscamp have reaffirmed that the fall semester exercises will be held as previously scheduled.

# 'Humanities and Business' is seminar topic

"The Humanities and Business: A Step Beyond Liberal Education" will be the topic of a seminar to be sponsored by the history department from 4-5 p.m. Thursday (Oct. 28) in the Town Room of the University Union.

Directed by Dr. Don K. Rowney, history, the seminar will feature a brief presentation by Bob Rook, a

graduate student in American history who held a summer internship with the Andersons of Maumee. Rook will speak on "The Historian and Business—One Aspect," detailing the application of historical methods to market research.

Guest commentators at the seminar will be William Hudson, director of market research for the Andersons, and Dr. Noel Stock, professor of English at the University of Toledo.

## Monitor

Monitor is published weekly for faculty and staff of Bowling Green State University. The deadline for submission of materials for the next issue, Nov. 1, is 5 p.m. Tuesday, Oct. 26.

Editor: Linda Swaisgood  
Editorial Assistants: Betsy Blake and Deborah Schmook

Change of address and other notices should be sent to:

Monitor  
Office of Public Relations  
806 Administration Building  
Bowling Green, Ohio 43403

# Phones change in treasurer's area

Telephone numbers in the office of the University treasurer have changed, effective immediately, as follows:

Paul Nusser, treasurer—372-2205  
Ilse Thomas—372-2206  
Sandy LaGro—372-2207  
Dr. John Davidson—372-2205